



Llywodraeth Cymru  
Welsh Government

[www.cymru.gov.uk](http://www.cymru.gov.uk)

# Teacher training incentives in Wales – academic year 2012/13

Guidance notes for initial teacher training students



## Guidance

Guidance document no: 093/2013

Date of issue: February 2013

# Teacher training incentives in Wales – academic year 2012/13

<b>Audience</b>	Students on initial teacher training (ITT) courses in Wales in academic year 2012/13.
<b>Overview</b>	This document provides information on the teacher training incentives. It outlines what funding is available, grant eligibility and how payments will be made.
<b>Action required</b>	None – for information only.
<b>Further information</b>	Enquiries about this document should be directed to: School Standards and Delivery Division Department for Education and Skills Welsh Government Cathays Park Cardiff CF10 3NQ Tel: 029 2082 5838 Fax: 029 2082 6109 e-mail: <a href="mailto:teachingenquiries@wales.gsi.gov.uk">teachingenquiries@wales.gsi.gov.uk</a>
<b>Additional copies</b>	This document can be accessed from the Welsh Government's website at <a href="http://www.wales.gov.uk/educationandskills">www.wales.gov.uk/educationandskills</a>

# **Contents**

<b>Background</b>	<b>1</b>
<b>1. The teacher training incentives: academic year 2012/13 – overview</b>	<b>2</b>
<b>2. Training grants</b>	<b>4</b>
Eligibility for training grants	4
What grants should be paid	4
When the payments should be made	5
How the training grants will be paid	6
Recovery of grants paid	6
<b>3. Frequently asked questions</b>	<b>7</b>
<b>Annex: Teacher Training Incentive Scheme 2012</b>	<b>8</b>

## Background

The Welsh Ministers have powers under sections 14–17 of the Education Act 2002 to provide financial assistance for the promotion of the recruitment or retention of teachers or non-teaching staff.

The Teacher Training Incentive Scheme 2012 (2012 No. 24) (“the Scheme”) was made by the Welsh Ministers in the exercise of their powers on 19 June 2012. A copy of the Scheme is attached in the annex to this guidance note. The Scheme makes provision for the Welsh Government to pay grants by way of incentives to eligible persons to undertake a postgraduate initial teacher training (ITT) course in specified subjects.

This is guidance referred to in paragraph 3 of the Scheme, to which anyone exercising any function under the Scheme must have due regard.

This guidance applies to students in Wales who between 1 September 2012 and 31 August 2013 start ITT courses leading to Qualified Teacher Status in specified subjects which are run by teacher training providers accredited by the Higher Education Funding Council for Wales (HEFCW).

This guidance is issued by the Welsh Government and provides information on the teacher training incentives. It outlines what funding is available, grant eligibility and how payments will be made. The guidance does not itself establish what funding is available, grant eligibility or other grant conditions – these are set out in the Scheme and this should be read alongside this guidance for confirmation of grant availability. In the case of any inconsistency between this guidance and the Scheme, the provisions of the Scheme will apply.

This guidance does not cover incentives offered on ITT courses run by the Open University, or courses which lead to further education qualifications.

# **1. The teacher training incentives: academic year 2012/13 – overview**

1.1 This section offers a brief overview of the teacher training incentives for courses starting between 1 September 2012 and 31 August 2013. It does not cover every aspect; full information on eligibility and conditions are set out in the Scheme.

1.2 The teacher training incentives are grants available to eligible persons to undertake a postgraduate ITT course in Wales (“training grants”). The course must lead to Qualified Teacher Status, start between 1 September 2012 and 31 August 2013, and be run by an ITT provider accredited by HEFCW.

1.3 References in these guidance notes to postgraduate or PGCE ITT courses include the following qualifications – Postgraduate Certificate in Education, Professional Graduate Certificate in Education and Postgraduate Diploma in Education.

1.4 No grant will be paid to a person unless they have made an application to the Welsh Ministers, care of the Welsh Government, in the approved format. Students will be asked by their ITT provider to complete the relevant forms.

1.5 Subject to eligibility, training grants for postgraduate ITT courses in Wales starting between 1 September 2012 and 31 August 2013 are available up to one of the amounts listed in column “A” of the table in paragraph 1.8 for eligible students who:

- (i) are studying wholly or mainly one or more of the subjects or phases listed in the corresponding row of column “B” of the table in paragraph 1.8; and
- (ii) hold at entry to the postgraduate ITT course a degree or equivalent qualification awarded by a United Kingdom institution or an equivalent degree or other qualification awarded by a foreign institution of a classification specified in the corresponding row of column “C” of the table in paragraph 1.8.

1.6 The degree or equivalent qualification specified in the column “C” of the table in paragraph 1.8 is not required to be in the same subject as that of the postgraduate ITT course listed in column “B” of that table.

1.7 For the purposes of the qualification specified in the column “C” of the table in paragraph 1.8, honorary degrees of any sort are not recognised as academic qualifications.

1.8 The table referred to in paragraph 1.5 is as follows:

A	B	C
<b>Training grant amount</b>	<b>Subject or Phase</b>	<b>Degree qualification classification</b>
£15,000	Postgraduate secondary courses in mathematics, physics, chemistry, modern foreign languages or Welsh	1st class honours degree
£15,000	Postgraduate secondary courses in physics	2.1 honours degree
£10,000	Postgraduate secondary courses in mathematics, chemistry, modern foreign languages or Welsh	2.1 honours degree
£6,000	Postgraduate secondary courses in mathematics, physics, chemistry, modern foreign languages or Welsh	2.2 honours degree
£3,000	Postgraduate secondary courses in ICT, design & technology, English, biology, history, religious education, art, physical education, music, drama or geography Postgraduate primary courses	1st class honours degree

## 2. Training grants

### Eligibility for training grants

2.1 The training grants are available to those starting appropriate postgraduate ITT courses in Wales between 1 September 2012 and 31 August 2013<sup>1</sup>. The courses must lead to Qualified Teacher Status and be run by an ITT provider accredited by HEFCW. The training grants are available for both full-time and part-time courses.

2.2 The Welsh Ministers have discretion not to pay a training grant to students who have been accepted onto a postgraduate ITT course after the intake target for that course, as notified by HEFCW, has been reached. Students should seek confirmation from their provider that they are not affected by this.

2.3 To be eligible for a training grant, a person must:

- (a) be undertaking training on a postgraduate ITT course in Wales;
- (b) be an eligible student who qualifies for support under regulations made under section 22 of the Teaching and Higher Education Act 1998 currently in force as they apply to that course<sup>2</sup>;
- (c) not already be a qualified teacher;
- (d) not be employed to teach at a school or other institution as a teacher;
- (e) not be a participant in training organised under an employment-based teacher training scheme; and
- (f) not be undertaking a further education course of any kind.

### What grants should be paid

2.4 The training grants will be paid in nine monthly instalments in respect of the period October 2012 to June 2013 in the amounts shown in the table in paragraph 2.6 and will be payable in or around the last week of each month.

2.5 **Note:** for the purposes of paragraph 2.4, save for the month of June, “the last week” of each month is the week which includes the last working day of that month, a “working day” being a day other than a Saturday or Sunday when banks are open for business in Wales. The “last week” in June will be the week which includes the last working day of June or, if earlier, the week the course finishes.

---

<sup>1</sup> If an ITT provider required students to attend a school before the ITT course began formally, provided that the course formally started after 31 August 2012 that would not make them ineligible for the training grant.

<sup>2</sup> The Regulations which currently apply the provision of support to students in relation to the academic year running from 1 September 2012 to 31 August 2013 are the Assembly Learning Grants and Loans (Higher Education) (Wales) Regulations 2011 (S.I. 2011/148) and the Assembly Learning Grants and Loans (Higher Education) (Wales) (No. 2) Regulations 2011 (S.I. 2011/886).

2.6 The table referred to in paragraph 2.4 is as follows:

Training grant amount	Monthly payment amounts from October 2012 to May 2013 inclusive	Final payment in June 2013
£15,000	£1,500	£3,000
£10,000	£1,000	£2,000
£6,000	£600	£1,200
£3,000	£300	£600

2.7 Individuals who are eligible for a training grant and join a postgraduate ITT course which is already underway, or leave a course before its completion, will only be entitled to the monthly payments which fall due for payment in respect of the period they are attending the training course. For example, if someone joins a one year course in December 2012 and stays on that course until completion they would only be entitled to payments in respect of the period December 2012 to June 2013.

2.8 If someone is otherwise eligible to receive a training grant, but has also received some or all of a training grant under this or any previous scheme in Wales prior to 1 September 2012 (or received at any time any amount of grant in respect of equivalent schemes in England), the instalments of training grant to which they are entitled will be reduced by the number of previous grant instalments received.

2.9 Training grants for eligible students resuming a ITT course that they have left will be paid at the lower rate (if any) of the training grant rate that applied in the academic year that the student left the course or the training grant rate that applies in the academic year the student rejoins the course, unless the Welsh Government agrees otherwise in writing. Training grants for eligible students starting a ITT course where entry has been deferred will be paid at the training grant rate (if any) which applies in the academic year the student joins the course, unless the Welsh Government agrees otherwise in writing.

2.10 Individuals who are otherwise eligible to receive a training grant, but have also received a grant of any amount under the Education (Mathematics and Science Teacher Training Incentive) (Wales) Regulations 1999 (now revoked), or any equivalent regulations applying at the time in England, will only be entitled to a training grant which is reduced by the amount of any previous grant received under those regulations.

## **When the payments should be made**

2.11 The payments should be made in the last week of each month they are due. It is for providers to decide the exact dates of payment, bearing in mind the definition of “the last week” of each month in paragraph 2.5 above.



2.12 Payments should only be made to those students who are attending the course on the date of payment. If any student has left a course prior to that date, or is on long-term sick leave, payment should not be made.

2.13 If a student has been on long-term sick leave and or has suspended their studies, but resumes their course to complete the time they have missed, they will be eligible for funding for the period from resumption to the completion of the course. This is subject to the provisions of paragraph 2.9, and to the total payments not exceeding the relevant sum set out in paragraph 1.8.

## **How the training grants will be paid**

2.14 Eligible students will receive grant payments from their ITT providers.

2.15 At the start of their courses, students will be asked to sign a declaration form to enable them to claim their grant (on “Form TT 2012/13 – Annex A1”).

2.16 It should be noted that the declaration form includes an item in the declaration which asks the student to confirm that they have read this guidance.

## **Recovery of grants paid**

2.1 The Welsh Ministers have powers to recover grants paid, in whole or in part. They have discretion about whether to exercise those powers and will consider all cases on their merits.

2.18 These powers may be exercised by the Welsh Ministers where:

- (a) after receiving any instalment of a grant, the recipient fails to meet any eligibility criteria adopted by the Welsh Government in relation to a subsequent instalment; or
- (b) the recipient has provided in, or in connection with, his or her application for a grant, information which is false or materially misleading; or
- (c) there is firm evidence that the recipient had never intended to complete the course or, having completed it, to enter teaching.

### **3. Frequently asked questions**

#### **Is the training grant taxable?**

3.1 Our understanding is that the training grant is not taxable for full-time students. For part-timers, the salary may be taxable, depending on your total taxable income for the financial year. However, students should seek advice from HM Revenue and Customs on their individual position.

#### **What will be the effect of the training grant on other student support?**

3.2 For other student finance provisions based on household income, a training grant is not considered as part of your income, and should not be included when working out your taxable unearned income.

#### **What will be the effect of the training grant on benefits?**

3.3 You should seek advice from the Department for Work and Pensions on your individual position.

#### **Will the training grant trigger loan repayments?**

3.4 Not while you are in full-time training. Loan repayments may be triggered when you are earning a salary as a teacher. If you train part-time, your liability will depend on whether you are also earning a salary that is high enough to trigger repayments.

# **Annex: The Teacher Training Incentive Scheme 2012**

## **Education Wales 2012 No. 24**

### **Background**

1. The Welsh Ministers have powers to provide financial assistance under sections 14-17 of the Education Act 2002 for the promotion of the recruitment or retention of teachers or non-teaching staff. The Teacher Training Incentive Scheme 2012 ("this Scheme") is made in the exercise of those powers.
2. This Scheme comes into effect on 1 September 2012 and applies in relation to Wales. This Scheme replaces the Teacher Training Incentive Scheme 2011 (2011 No: 19) ("the 2011 Scheme") in respect of those whose training programme commences on or after 1 September 2012 but prior to 1 September 2013. The provisions of the 2011 Scheme will continue to apply to those whose training programme commenced on or after 1 September 2011 but prior to 1 September 2012. The provisions of the Teacher Training Incentive Scheme 2010 (2010 No: 27) will continue to apply to those whose training programme commenced prior to 1 September 2011. The provisions of The Teacher Training Incentive Scheme 2006 (2006 No: 60) as amended by The Teacher Training Incentive Scheme (Amendment) 2008 (2008 No: 34) will continue to apply to those whose training programme commenced prior to 1 September 2010.
3. Separate guidance on this Scheme is issued from time to time by the Welsh Government, and those exercising any function under this Scheme must have due regard to that guidance.

### **Summary of this Scheme**

4. This Scheme makes provision for the Welsh Government to pay grants by way of incentives to eligible persons to undergo a Welsh postgraduate teacher training course in specified subjects.

### **Interpretation**

5. Except where the context otherwise requires, for the purpose of this Scheme:-  
  
"accredited institution" ("*sefydliad achrededig*") means an institution accredited by the Higher Education Funding Council for Wales under regulation 7 of the School Teachers' Qualifications (Wales) Regulations 2012;  
  
"employed" ("*cyflogedig*") means employed under a contract of employment or engaged to provide services otherwise than under a contract of employment and "employment" ("*cyflogaeth*") shall be construed accordingly;

“employment-based teacher training scheme” (*“cynllun hyfforddi athrawon ar sail cyflogaeth”*) means a scheme made under regulation 8 of the School Teachers’ Qualifications (Wales) Regulations 2012 or under any amended or replacement scheme;

“qualified teacher” (*“athro cymwysedig neu athrawes gymwysedig”*) has the meaning given to it by section 132(1) of the Education Act 2002: that is to say “a person who satisfies requirements specified in regulations”<sup>3</sup>;

“postgraduate teacher training course” (*“crws ôl-raddedig o hyfforddiant athrawon”*) means a full-time, part-time or flexible postgraduate course of initial teacher training which is provided at an accredited institution. In this context “flexible” indicates that the length and pattern of the course is determined by reference to the student’s experience and training requirements.

### **Incentive grants**

6. The Welsh Government may pay grants under this paragraph (“training grants”) by way of incentives to persons who satisfy the requirements of paragraph 8 and paragraph 9.

7. Grants made available under this Scheme are subject to the conditions set out in paragraphs 11–16.

### **Eligibility for training grants**

8. To be eligible for a training grant, a person must:-

- (a) be undertaking training on a postgraduate teacher training course which commenced on or after 1<sup>st</sup> September 2012 but prior to 1 September 2013;
- (b) be an eligible student who qualifies for support under regulations made under section 22 of the Teaching and Higher Education Act 1998 currently in force as they apply to that course<sup>4</sup>;
- (c) not already be a qualified teacher;
- (d) not be employed to teach at a school or other institution as a teacher;
- (e) not be a participant in training organised under an employment-based teacher training scheme; and
- (f) not be undertaking a further education course of any kind.

---

<sup>3</sup> The Regulations currently in force being the School Teachers’ Qualifications (Wales) Regulations 2012, S.I. 2012/724.

<sup>4</sup> The Regulations currently in force being the Assembly Learning Grants and Loans (Higher Education) (Wales) Regulations 2011, S.I. 2011/148 and the Assembly learning Grants and Loans (Higher Education) (Wales) (No 2) Regulations 2011 S.I. 2011/886.

9. To be eligible for a training grant up to one of the amounts listed in column “A” of the table in paragraph 10, a person must:-

- (a) be studying wholly or mainly one or more of the subjects or phases listed in the corresponding row of column “B” of the table in paragraph 10; and
- (b) hold at entry to the postgraduate teacher training course a first degree or equivalent qualification awarded by a United Kingdom institution or an equivalent degree or other qualification awarded by a foreign institution of a classification specified in the corresponding row of column “C” of the table in paragraph 10 below. The first degree or equivalent qualification is not required to be in the same subject as that of the postgraduate teacher training course.

10. The table referred to in paragraph 9 is as follows:-

A	B	C
Training grant amount	Subject or Phase	First degree qualification classification
£15,000	Postgraduate secondary courses in mathematics, physics, chemistry, modern foreign languages or Welsh	1st
£15,000	Postgraduate secondary courses in physics	2.1
£10,000	Postgraduate secondary courses in mathematics, chemistry, modern foreign languages or Welsh	2.1
£6,000	Postgraduate secondary courses in mathematics, physics, chemistry, modern foreign languages or Welsh	2.2
£3,000	Postgraduate secondary courses in ICT, design & technology, English, biology, history, religious education, art, physical education, music, drama or geography Postgraduate primary courses	1st

### Conditions

11. No grant will be paid under paragraph 0 to a person unless he or she has made an application to the Welsh Government in such form, at such time and containing such particulars as the Welsh Government may determine.

12. The Welsh Government may at its discretion not pay a training grant to students accepted onto a postgraduate teacher training course after the intake target for that course, as notified by the Higher Education Funding Council for Wales, has been reached.

13. A person who is eligible for a training grant and joins a postgraduate teacher training course which is already underway or leaves a course before its completion will only be entitled to such amount of grant as is due and payable (in accordance with any payment schedule produced by the Welsh Government from time to time) during the time that he or she is on the training course.

14. Training grants for students starting a course where entry has been deferred will be paid at the training grant rate (if any) which applies in the academic year a student joins their training course, unless the Welsh Government agrees otherwise in writing. Training grants for students resuming a course that they have left will be paid at the lower of the training grant rate (if any) which applied in the academic year a student left their training course or the training grant rate (if any) which applies in the academic year a student rejoins their training course, unless the Welsh Government agrees otherwise in writing.

15. A person who is otherwise eligible to receive a training grant and has also received a training grant or any grant payable under any arrangements applying in England which the Welsh Government is satisfied correspond to those made in respect of training grants in pursuance of this Scheme of any amount prior to 1<sup>st</sup> September 2012 will only be entitled to a training grant which is reduced by the number of previous instalments received. A person who is otherwise eligible to receive a training grant and has also received a grant of any amount under The Education (Mathematics and Science Teacher Training Incentive) (Wales) Regulations 1999 or any equivalent regulations applying at the time in England will be entitled to a training grant but the amount will be reduced by the amount of any previous grant received under those regulations.

16. The Welsh Government may require any grant paid in pursuance of paragraph 0 to be repaid in whole or in part if:-

- (a) after receiving any instalment of grant, the recipient fails to meet any eligibility criteria adopted by the Welsh Government in relation to a subsequent instalment;
- (b) the recipient has provided in, or in connection with, his or her application for a grant, information which is false or materially misleading;
- (c) there is firm evidence that the recipient had never intended to complete the course or, having completed it, to enter teaching.

### **Payment of grant**

17. Grants under paragraph 0 may be paid in a lump sum or in such instalments and at such times as the Welsh Government may determine. The Welsh Government may provide funds to an accredited institution for payment to a person on a postgraduate teacher training course at such times as the Welsh Government may direct.

### **Administration**

18. The Welsh Government may provide accredited institutions which receive funds under paragraph 17 with a grant of up to 2% of the total amount of funds received in recognition of the administrative and related costs related to making payments under that paragraph.

Signed on behalf of the Welsh Ministers

**Leighton Andrews AM**

Minister for Education and Skills

Dated 19 June 2012